

**POLICE STAFF
COUNCIL (PSC)
EMPLOYERS' SIDE**

To: Force Personnel/HR Manager/Payroll Manager

Cc: Police and Crime Commissioners/Chief Constables/PSC Employers Side

4 December 2017

CIRCULAR EMP/8/17 - PSC PAY 2017

Dear Sir/Madam

I am writing to update you on the latest position regarding the Police Staff Council pay negotiations on the 2017 Trade Union Side's pay and conditions claim.

At a meeting of the PSC Pay and Reward Working Party on 21 November, the Trade Union Side responded to the Employers Side's offer made on 24 October which was for:

- An increase of 1.0% on all pay points on the PSC pay scale;
- A non-consolidated payment to the value of 1% of basic pay on all pay points on the PSC pay scale (using 2016/17 pay rates) and paid in monthly instalments;
- An increase of 1.0% to Standby Allowance from £29.17 to £29.46.

All three unions on the Trade Union Side confirmed that they will undertake a consultative ballot of their members on the offer and will recommend rejection of it. In addition, their members will be asked to indicate their willingness to undertake industrial action to seek to improve it.

Their decision followed a request for the Employers' Side to negotiate and reconsider an improved offer. The Employers' Side has reaffirmed its position which is that the offer made is at the absolute limits of affordability. We believe that overall this provides a fair, equitable and realistic offer which is consistent with the pay award for police officers implemented recently.

The Employers' Side is disappointed by both the delay in the Trade Union Side's response as well as their decision to reject an offer which the Employers' Side reached following extensive consultation and consideration which we believe is the best that can be achieved.

We will keep you informed of the outcome of the Unions' consultative process and any developments.

Yours sincerely



David Algie
Employers Side Secretariat